

New Functionality/Known Issues

FAMILY PACK F

October 17, 2003

1. FASTPATH

This is a new feature in 11i which is currently only available in the US Fed HR Manager responsibility. We will be taking action to add this feature to all responsibilities which have People/Enter and Maintain on their menus. Fastpath helps you get to places in the application faster. For example, to get to the address form for a person you would normally go:

People
Enter and Maintain
Query on the person
Click on the address button

Using FastPath you do the following:

FastPath
Address
Query on the person - the information pops up

Although this is a simple example of what you can do, there are a number of different forms to which you can now have direct access through FastPath.

2. Award for Ex-Employee (TAR 1296415.999; Bugs 1840352, 2821954) (US Federal HR)

Occasionally, employees separate from the Federal Government and are due payment for awards because the award was granted to service that was prior to their separation. The Award Request for Personnel Action (RPA) now allows users to create award records for payment to ex-employees.

There are three key dates when processing Awards for Ex-Employees:

- Date Award Earned: stored in the 'Federal Awards' element, is the value of 'Date Award Earned'; this is the date which the employee actually earned the award, for example the last day of the Award Period
- Effective Date of the Award Personnel Action: the Effective Date on the RPA action, will be the date the employee Separated
- Ex Employee Award Paid Date - date the award is actually paid to the ex-employee

When the user enters the Award RPA, the user should first enter the Effective Date. The Effective Date must be equal to or prior to awarded person's (Awardee) Separation date (date employee separated and became an Ex-Employee). The Award Person LOV current functionality will not change. The Award LOV will not contain the names of Ex-employees. Therefore it is important that the user enter the Effective Date equal to or less than the effective date of the person's Separation date. It is advisable that the person's Separation Date be entered as the Effective Date of the RPA. That way it can serve as an indication that the person received the Award after separating. The Date Award Earned (from the Award RPA extra info) is simply a user-entered date that indicates that date which the person earned the Award, but does not indicate the date the person was paid the Award.

Another important date is the Date Ex-Employee Award Paid. This date will indicate that the Award was paid on a date that is different than the Award Effective Date. This will serve as an indicator that the award was given to an ex-employee. If the Award Paid Date is included in this processing, the Notification of Personnel (NPA) action must display the paid date (usually the first day of pay period) as the Effective Date of the Award action. Applicable natures of action codes (NOAC) are 825, 840-845, 848, and 878-879. (NOA Codes 846-847 are Time Off Awards and are not allowed for ex-employees.) No Legal Authority codes are required for the above NOA Codes.

3. Reassignment Actions. Batch Routing

You can re-route the notification to another person or group box in your routing when you receive an action, such as a Request for Personnel Action that requires another user's attention. You can route individual notifications or a group of notifications (batch routing). To batch route, using any responsibility that has the Workflow Inbox:

- In the (Oracle) workflow inbox: Use the Advanced Filter function to group like RPAs .
- X the checkboxes on the left side of the listing of RPAs to designate which of the grouped RPAs to send.
- Click on the "Reassign" button.
- Choose the recipient from the List of Values by User ID. (Caution: There is a TAR pending on this LOV. It includes all user Ids, even those that are end-dated or belong to people who don't have a routing group, so choose wisely!)
- Enter a message if desired, in the text box.
- Click "submit" and away they go.

A separate attachment to the Readme provides additional information on how the process works.

4. US Federal and US Payroll Applications integration changes

The purpose of the below mentioned changes is to closer integrate the US Federal HR application with the US Payroll application.

Summary of changes:

- Renamed Element input values
- Call to populate Salary Admin
- Elimination of hard coded reference to element Names
- Synchronization of Salary Basis with Pay Basis

The important thing to note is that when a customer has US Federal HR only installed, the US Federal HR processing should remain largely unchanged.

If you are a US Federal HR only customer, the following change will likely affect your application.

Renamed Element input values

In order to prepare for the translation of a HR to a HR and Payroll application, a few element Input Value Names have changed with this patch. The seeded elements will be changed as indicated below. The only change is to the seeded element's input value Name. All other seeded attributes of the element will remain unchanged.

ELEMENT NAME	EXISTING INPUT VALUE	NEW INPUT VALUE
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Adjusted Basic Pay	Adjusted Pay	Amount
Basic Salary Rate	Salary	Rate

Locality Pay	Locality Adj	Rate
Retention Allowance	Percent	Percentage
Other Pay	Percent	Percentage
Supervisory Diff.	Percent	Percentage
Total Pay	Total Salary	Amount

The RPA update routines will not change for HR only customers. The RPA update HR packages will only be changed to first verify if the application is an HR or HR and Payroll instance. Then, the RPA update will occur as it did before, with the exception of the input value name changes. Related functions, such as Reports, are not changing as well. The storage location and updating rules are not changing, but instead simply the name of the above listed element input values.

5. Cancellation and Corrections - Changes to Improve Performance

Changes were made to the cancellation and correction screens in order to improve performance. A separate attachment to the readme provides specific guidance on how the process works.

6. DDF Name Changes

Descriptive Data Fields (DDFs) that reflected as "US Federal" prior to Family Pack F have changed to simply read "Federal". For example "US Federal Position Group 2" now reads "Federal Position Group 2". TAR 3377087.995 (Bug 3172293) has been submitted to return the DDFs to their previous state. We are estimating that will be done with an EOY Patch.

7. Server Side Validation

This subject has been discussed with the Program Managers and component testers on several occasions. Server side validation is a result of the 11i upgrade (not Family Pack F) and is a much more extensive validation process than the 10.7 version. It requires validation of many elements, even those in permanent storage. In some cases, it also requires validation of every data field on a screen, even if that data field has nothing to do with the action being processed and is not being updated. As a result, users are seeing a number of errors similar to the following example: "Column PEI_Information8, also known as Current Appointment Auth (1), cannot have value L1K." One frustration for the user is that they cannot identify any pattern in the errors. The error does not occur on every action associated with a particular NOA but only on those employee records which happen to have data in permanent storage or in a specific data field which doesn't meet the new validation criteria. Even other actions on that same employee will process if they don't happen to be updating any data fields on that screen. CPMS and LMSI are working this problem and will have further information to the field next week.